

**KTTZ-TV/FM, Lubbock, TX & KNCH-FM, San Angelo, TX
17th Street & Indiana Avenue
Lubbock, Texas 79409-2161**

**EEO Public File Report
April 1, 2015 – March 31, 2016**

KTTZ-TV/FM & KNCH-FM are Equal Opportunity Employers

Full Time Job Vacancies/Interviewee Data

Position	Job Title	Date Filled	Total # Interviewed	Source of Referral	No. of Interviewees Per Source	Hiree Referral Source
1.	Producer	12/14/15	5	TTU (1)	5	TTU
2.	Social Media Coordinator	11/30/15	3	TTU (1)	3	TTU
3.	Lead Communications Engr	01/04/16	3	TTU (1)	3	TTU
4.	Membership Coordinator	02/01/16	3	TTU (1)	3	TTU
5.	Admin Asst	12/01/15	4	TTU (1)	4	TTU
6.	Membership Coordinator	09/01/15	3	TTU (1)	3	TTU

Total number of interviewees for all full time positions: 21

There is attached hereto a list of the recruitment sources utilized by the stations and the total number of interviewees referred by each recruitment source. (Attachment A)

For position 1 KTTZ-TV/FM used recruitment source 1, 3 & 5, set forth on Attachment A

For position 2 KTTZ-TV/FM used recruitment source 1, 3 & 5, set forth on Attachment A

For position 3 KTTZ-TV/FM used recruitment source 1, 3 & 5, set forth on Attachment A

For position 4 KTTZ-FM/FM used recruitment source 1, 3 & 5, set forth on Attachment A

For position 5 KTTZ-FM/FM used recruitment source 1, 3 & 5, set forth on Attachment A

For position 6 KTTZ-FM/FM used recruitment source 1, 3 & 5, set forth on Attachment A

For position 7 KTTZ-FM/FM used recruitment source 1, set forth on Attachment A.

There is also attached hereto a narrative of the station's Supplement EEO Outreach Activities (Attachment B).

Attachment A

List of Recruitment Sources :

- (1) Texas Tech University
HR Administration
Box 41093
Lubbock, Texas 79409-1093
806-742-3851
<https://jobs.texastech.edu/postings/search>

- (2) Texas Association of Broadcasters Job Bank
502 E. 11th Street, Suite 200
Austin, Texas
512-322-9944
<http://www.tab.org/job-bank/>

- (3) KTTZ.org
Box 42161
Lubbock, TX 79409
806-834-1220
<http://kttz.org>

- (4) Current is a service to public media published by the School of Communication, American University, Washington, D.C.
Office:
Takoma Park, MD
301-270-7240
<http://www.current.org/jobs/>

- (5) KTTZ on air broadcast signal
Box 42161
Lubbock, TX 79409
806-834-1220
<http://kttz.org>

Full Time Job Vacancies:

KTTZ-TV/FM & KNCH FM are licensed to Texas Tech University and is required to process all positions with the Texas Tech University Human Resource office.

Attachment B

Statement of Supplemental EEO Outreach Activities

During this reporting period the station participated in the following EEO Outreach Activities:

Date	Job Fair		Manager
11/12/2015	TTU College of Media & Communication Career Fair		Becky Ivey Jonathan Seaborn
04/16/17/2015	Lubbock Arts Festival		Paul Hunton Becky Ivey
Date	Community Outreach/Speaking		Manager
5/1/2015, 8/1/2015	First Friday Art Trail		Paul Hunton Jonathan Seaborn
4/4/2015, 9/18/2015, 10/17/2015	24 Frames Live		Paul Hunton Becky Ivey Jonathan Seaborn
7/11/2015	Kids Club Summer Safari		Becky Ivey Paul Hunton Reagan Doyal Jonathan Seaborn
Date	Intern Program		Manager
Spring 2015	Weston Davis Daysi Yeates	Student Intern Student Intern	Paul Hunton Paul Hunton Paul Hunton
Summer 2015	Maitland Rutledge Lauren Braun Loren Page	Student Intern Student Intern Student Intern	Jonathan Seaborn Jonathan Seaborn Jonathan Seaborn
Fall 2015	Hannah Westbrook Victoria Lawson Kolit Asdo	Student Intern Student Intern Student Intern	Jonathan Seaborn Jonathan Seaborn Jonathan Seaborn

KTTZ-TV/FM and KNCH FM are licensed to Texas Tech University, a State of Texas entity. As a part of the university, KTTZ-TV/FM and KNCH FM employees are required by the State of Texas to participate in an EEO training course when hired and a

refresher course every two years. Those employees participating in EEO courses during this reporting period are listed below.

Name	Course
Daniel Ballard	ELEG310 – EEO
Laura Camper	ELEG310 – EEO
Jesse Savage	ELEG310 – EEO
Rebekah Ivey	ELEG310 – EEO
Charles Luck	ELEG310 – EEO
Terri Trovato	ELEG310 – EEO
Charles Proctor	ELEG310 – EEO
Emily De Santos	ELEG310 – EEO
DeNae Griffith	ELEG310 – EEO